


# FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix) SERVELLO, CHRISTOPHER S				2 Grade Rate CDR		3 Desig 1650		4 SSN (b) (6)		
5 ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT ADSW <input type="checkbox"/> 265		6 UIC 00011		7 Ship Station CNO WASHINGTON DC			8 Promotion Status REGULAR		9 Date Reported 15AUG07	
Occasion for Report 10 Periodic <input checked="" type="checkbox"/> 11 Detachment of Individual <input type="checkbox"/> 12 Detachment of Reporting Senior <input type="checkbox"/> 13 Special <input type="checkbox"/>				Period of Report 14 From 16MAY01 15 To 17APR30						
16 Not Observed Report <input type="checkbox"/>		Type of Report 17 Regular <input checked="" type="checkbox"/> 18 Concurrent <input type="checkbox"/> 19 OpsCdr <input type="checkbox"/>		20 Physical Readiness (b) (6)		21 Billet Subcategory (if any) NA				
22 Reporting Senior (Last, FI MI) RICHARDSON, J M			23 Grade ADM		24 Desig 1120		25 Title CNO		26 UIC 00011	
								27 SSN (b) (6)		
28 Command employment and command achievements Organize, train, equip, prepare, and maintain the readiness of operating forces and assigned shore activities of the U.S. Navy.										
29 Primary Collateral Watchstanding duties (Enter primary duty abbreviation in box ) PAO Public Affairs Officer to the Chief of Naval Operations-12. Advises the CNO in daily external and internal relations. Plans, integrates, and executes public events aimed at communicating CNO's priorities at home and abroad, including speeches, press interactions, and written communication. PFA: 16-1/16-2.										
(b) (6)										
PERFORMANCE TRAITS 1 0 - Below standards not progressing or UNSAT in any one standard. 2 0 - Does not yet meet all 3 0 standards. 3 0 - Meets all 3 0 standards. 4 0 - Exceeds most 3 0 standards. 5 0 - Meets overall criteria and most of the specific standards for 5 0 Standards are not all inclusive										
PERFORMANCE TRAITS	1 0* Below Standards	2 0 Pro- gressing	3 0 Meets Standards	4 0 Above Standards	5 0 Greatly Exceeds Standards					
33 PROFESSIONAL EXPERTISE Professional knowledge proficiency, and qualifications	-Lacks basic professional knowledge to perform effectively -Cannot apply basic skills -Fails to develop professionally or achieve timely qualifications	-	-Has thorough professional knowledge -Competently performs both routine and new tasks -Steadily improves skills, achieves timely qualifications	-	-Recognized expert sought after to solve difficult problems -Exceptionally skilled, develops and executes innovative ideas -Achieves early highly advanced qualifications					
(b) (6)										
34 COMMAND OR ORGANIZATIONAL CLIMATE EQUAL OPPORTUNITY Contributing to growth and development, human worth.	-Actions counter to Navy's retention reenlistment goals -Uninvolved with mentoring or professional development of subordinates -Actions counter to good order and discipline and negatively affect Command Organizational climate	-	-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition -Actions adequately encourage support subordinates' personal professional growth -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate	-	-Measurably contributes to Navy's increased retention and reduced attrition objectives -Proactive leader exemplary mentor. Involved in subordinates' personal development leading to professional growth sustained commitment -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate The model of achievement. Develops unit					
(b) (6)										
35 MILITARY BEARING CHARACTER Appearance, conduct physical fitness, adherence to Navy Core Values	-Consistently unsatisfactory appearance -Unsatisfactory demeanor or conduct -Unable to meet one or more physical readiness standards -Fails to live up to one or more Navy Core Values HONOR, COURAGE, COMMITMENT	-	-Excellent personal appearance -Excellent demeanor or conduct -Complies with physical readiness program -Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT	-	-Exemplary personal appearance -Exemplary representative of Navy -A leader in physical readiness -Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT					
(b) (6)										
36 TEAMWORK Contributions toward team building and team results	-Creates conflict, unwilling to work with others, puts self above team -Fails to understand team goals or teamwork techniques -Does not take direction well	-	-Reinforces others' efforts, meets personal commitments to team -Understands team goals, employs good teamwork techniques -Accepts and offers team direction	-	-Team builder, inspires cooperation and progress -Talented mentor, focuses goals and techniques for team -The best at accepting and offering team direction					
(b) (6)										
37 MISSION ACCOMPLISHMENT AND INITIATIVE Taking initiative, planning, prioritizing, achieving mission	-Lacks initiative -Unable to plan or prioritize -Does not maintain readiness -Fails to get the job done	-	-Takes initiative to meet goals -Plans prioritizes effectively -Maintains high state of readiness -Always gets the job done	-	-Develops innovative ways to accomplish mission -Plans prioritizes with exceptional skill and foresight -Maintains superior readiness even with limited resources -Gets jobs done earlier and far better than expected					
(b) (6)										

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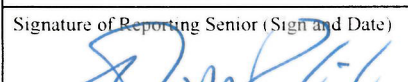
1 Name (Last First MI Suffix) SERVELLO, CHRISTOPHER S		2 Grade Rate CDR		3 Desig 1650		4 SSN (b) (6)	
PERFORMANCE TRAITS	1 0* Below Standards	2 0 Progressing	3 0 Meets Standards	4 0 Above Standards	5 0 Greatly Exceeds Standards		
38 LEADERSHIP Organizing, motivating and developing others to accomplish goals	-Neglects growth development or welfare of subordinates -Fails to organize, creates problems for subordinates -Does not set or achieve goals relevant to command mission and vision -Lacks ability to cope with or tolerate stress -Inadequate communicator -Tolerates hazards or unsafe practices	- - - - - -	-Effectively stimulates growth development in subordinates -Organizes successfully, implementing process improvements and efficiencies -Sets achieves useful realistic goals that support command mission -Performs well in stressful situations -Clear, timely communicator -Ensures safety of personnel and equipment	- - - - - -	-Inspiring motivator and trainer, subordinates reach highest level of growth and development -Superb organizer, great foresight, develops process improvements and efficiencies -Leadership achievements dramatically further command mission and vision -Perseveres through the toughest challenges and inspires others -Exceptional communicator -Makes subordinates safety-conscious, maintains top safety record		
(b) (6)							
39 TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and tactical employment of weapons systems	-Has difficulty attaining qualification expected for the rank and experience -Has difficulty in ship(s), aircraft or weapons systems employment Below others in knowledge and employment -Warfare skills in specialty are below standards compared to others of same rank and experience	- - -	-Attains qualifications as required and expected -Capably employs ship(s), aircraft, or weapons systems Equal to others in warfare knowledge and employment -Warfare skills in specialty equal to others of same rank and experience	- - -	-Fully qualified at appropriate level for rank and experience -Innovatively employs ship(s), aircraft, or weapons systems Well above others in warfare knowledge and employment -Warfare skills in specialty exceed others of same rank and experience		
(b) (6)							
40 I recommend screening this individual for next career milestone(s) as follows (maximum of two) Recommendations may be for competitive schools or duty assignments such as SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School							
(b) (6)							
41 COMMENTS ON PERFORMANCE * All 1 0 marks, three 2 0 marks, and 2 0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44 Reporting Senior Address CHIEF OF NAVAL OPERATIONS 2000 NAVY PENTAGON WASHINGTON, DC 20350-2000
(b) (6)							
45 Signature of Reporting Senior  Date: 6/21/17				46 Signature of Individual evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement." (b) (6) (b) (6)			
Member Trait Average (b) (6)		Summary Group Average (b) (6)		(b) (6)			
47 Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date							

[illegible]

REPORT SUBMITTED ON TIME YES ☒ NO\* ☐

\* ATTACH LETTER TO NAVPERSCOM EXPLAINING REASON FOR LATE SUBMISSION

Signature of Reporting Senior (Sign and Date)

 Date 6/21/17

### SUMMARY GROUP AVERAGE

CONTINUATION SHEET

ISIC Address	ISIC UIC
SECRETARY OF THE NAVY 1000 NAVY PENTAGON WASHINGTON DC 20350-1000	
Reporting Senior Address	
CHIEF OF NAVAL OPERATIONS 2000 NAVY PENTAGON WASHINGTON, DC 20350-2000	

E-Mail (b) (6)  
Phone (b) (6)

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